



**Communiqué on the  
Status of the CEP Complaint  
on Pay Equity on behalf of Expertech Associates**

As many of you are aware, the CEP filed a complaint with the Canadian Human Rights Commission in March 2000, and then an amended complaint in September 2003 alleging that there was a wage disparity between the Associate and C&S Technician groups.

In June 2005 the Canadian Human Rights Commission appointed a conciliator to assist the parties in bringing resolution to this matter and the parties met in October 2005 with the conciliator.

In December 2005 the parties entered into Minutes of Settlement. Although the Minutes acknowledge that the parties do not agree on all of the matters raised in the complaint, the Minutes set out a framework for determining if there is a pay equity wage gap between the two bargaining units.

In March 2006, the Canadian Human Rights Commission approved the Minutes of Settlement.

In 2008 the parties met and exchanged correspondence in an attempt to narrow the issues and to reach a global settlement of the pay equity dispute. After initial discussions were not successful, the parties requested further assistance from the conciliator and met in June 2009 in an attempt to reach a global settlement of the pay equity dispute and, if a global settlement could not be reached, to discuss the implementation of the Minutes of Settlement.

Unfortunately, the conciliation in June 2009 did not result in a global settlement which could have been brought to the Associate membership for consideration.

The parties are continuing to work towards a resolution to the pay equity dispute through the development of an evaluation process for determining if there is a pay equity wage gap.

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